

Putting Conversation into Practice

January - Calling in

Hosted by the Aspiring White
Allies of Ohio



Confidentiality

I Statements

Be Present

Listen Deeply

Discomfort

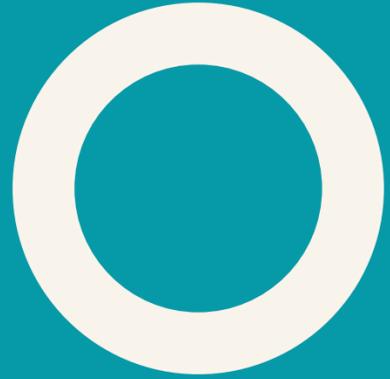
No Perfection

Anti-Racism

INTENTIONS

What are some agreements you would like for this group to follow for today's session?





Calling Out

What does it mean to call someone out or to be called out?



What does being called out look like, feel like or sound like?

Credit: Tonjie Reese for this facilitation style. Her information will be linked at the end.



Loretta Ross

New York Times: What if Instead of Calling People Out, We Called Them In?

Loretta J. Ross, a visiting professor at Smith College who is challenging them to identify the characteristics, and limits, of call-out culture:

The act of publicly shaming another person for behavior deemed unacceptable.

Calling out may be described as a sister to dragging, cousin to problematic, and one of the many things that can add up to cancellation.

Call Out Characteristics:

Presumption of Guilt

without facts or nuance

Pseudo- Intellectualism

proclaiming one's moral
high ground

Essentialism

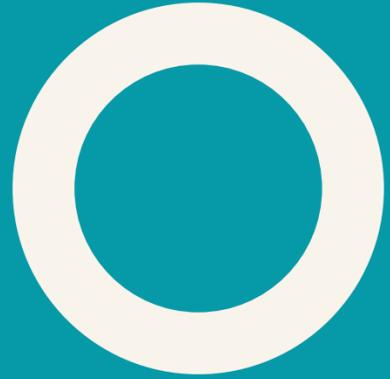
when criticism of bad
behavior becomes criticism
of a bad person

Unforgiveability

no apology is good enough

Contamination

guilt by association



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Calling out assumes the worst. Calling in involves conversation, compassion, and context. It doesn't mean a person should ignore harm, slight, or damage, but nor should they exaggerate it.

"You can't be responsible for someone else's inability to grow," Professor Ross said. "So take comfort in the fact that you offered a new perspective of information and you did so with love and respect, and then you walk away."

"We have a saying in the movement: Some people you can work with and some people you can work around. But the thing that I want to emphasize is that the calling in practice means you always keep a seat at the table for them if they come back."

adrienne marie brown

unthinkable thoughts: call out culture in the age of covid-19

it feels powerful when there have been private efforts for accountability.

it feels powerful when survivors are being supported.

it feels necessary when the accused has avoided accountability, particularly (but not exclusively) if they have continued to cause harm.

it feels necessary when the accused person has significantly more power than the accuser(s) and is using that power to avoid accountability.

it feels powerful when the demand is process and consequence-based.

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unthinkable thoughts: call out culture in the age of covid-19

this is not a case against call outs – there is absolutely a need for certain call outs – when power is greatly imbalanced and multiple efforts have been made to stop ongoing harm, when someone accused of harm won't participate in community accountability processes, the call out is a way of pulling an emergency brake.

Checking Out

Acknowledgement: This Check-out process is from Ericka A. Dixon.

Heart

What are you feeling?

Head

What are you thinking
about?

Hand

What are you going to do?

Checking Out

Acknowledgements and Credits



Loretta Ross

featured in: What if Instead of Calling People Out, We Called Them In?



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unthinkable thoughts: call out culture in the age of covid-19



Tonjie Reese

Facilitation Activity Credit.
Founder of Eleven-24.org



Ericka Dixon

Check out credit. Coordinator at New York Anti-Violence Project